

# Improving Population Health Fellowships 2023

Information pack



## Background

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Last year we launched the Partnership's first Health Equity Fellowship, part of the [West Yorkshire Health and Care Partnership Health Inequalities Academy](#).

We appointed 33 fellows who carried out projects to support our work to tackle health inequalities and help make West Yorkshire an equity-informed system. Those projects are making a positive difference to people's lives.

### **We are expanding the fellowship to cover other areas of the Improving Population Health Programme:**

- Health Equity (Year 2)
- Adversity Trauma and Resilience (Year 1)
- Suicide Prevention (Year 1)
- Climate Change (Year 1)

### **The following information pack will provide organisations, employers and our workforce with information about the:**

- fellowship programmes
- benefits of being a fellow
- benefits of organisations releasing people for the fellowship
- how to apply
- Questions and answers and more



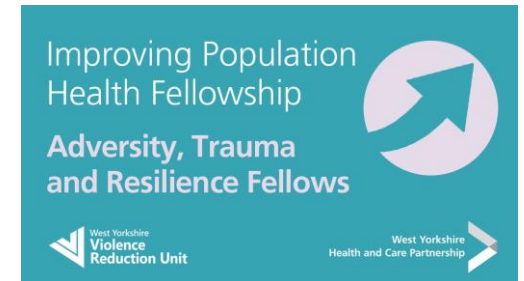
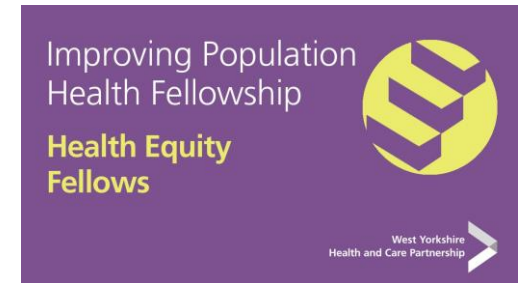
# Improving Population Health Fellowships 2023

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## We are looking to recruit...:

- 30 Healthy Equity Fellows
- 30 Adversity, Trauma and Resilience Fellows
- 5 Suicide Prevention Fellows
- 5 Climate Change Fellows

...to our Improving Population Health Fellowships 2023



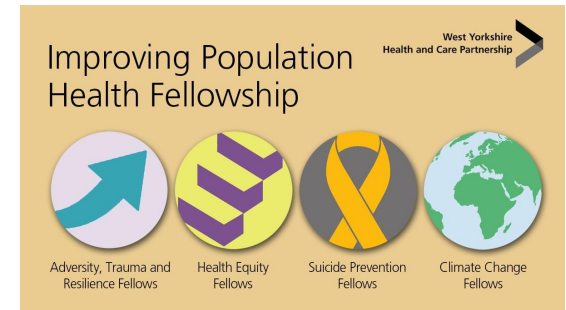
# Timeline

<i>Event</i>	<i>Date</i>
Information pack available	24 October 2022
<b>Applications open</b>	7 November 2022
Event: first virtual information event	8 November 2022
Event: second virtual information event	23 November 2022
<b>Applications close</b>	9 December 2022
Recruitment Panel	12 – 23 December 2022
Notify applicants of outcome	20 January 2023
Fellowship start date	6 March 2023



## Fellowship expectations:

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The Improving Population Health Fellowships will run between March 2023 and March 2024.

Fellows will be expected to dedicate one day a week of their time to attend training and work on a fellowship project.

Projects will be bespoke to the fellowship themes, criteria and a list of potential projects will be provided.

Projects could be delivered in the applicant's usual place of work or contribute to wider joined up or system approaches taking place across the area.

As the training will largely be delivered online via Zoom/MS Teams, fellows will require a device and an internet connection.

## Benefits for organisations...

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### Fellowships will:

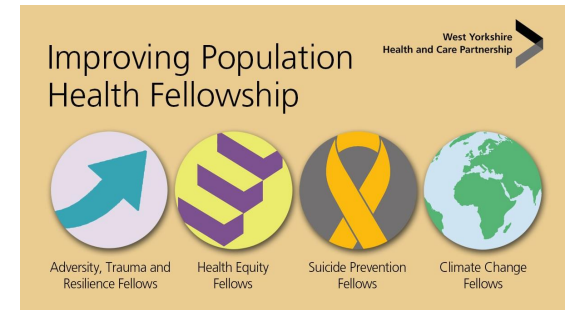
- provide the opportunity to change behaviour, empower employees, and build authentic relationships with networks and partners across West Yorkshire
- support professional and personal development, with no cost to the fellows organisation/employer
- meet the shifting needs of employees , organisations and communities/populations we serve
- give employees the confidence, insights, and motivation to expand or extend their work

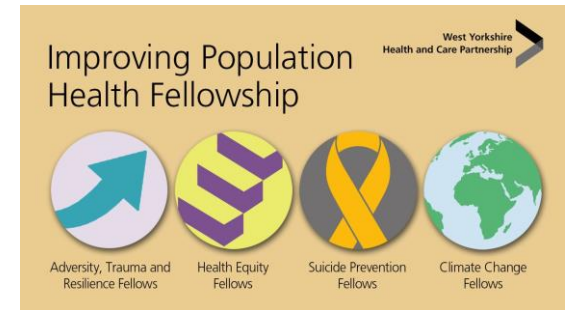
### Fellows will:

- gain valuable exposure and experience while learning under the guidance of mentors and experts
- receive guidance, institutional support, and professional development
- gain practical knowledge through experiential learning
- be a champion within the organisation to support development in their chosen speciality

### Fellows will bring back to the organisations:

- new ideas, tactics, and perspectives
- take part in social responsibility and community engagement
- contribution to the future success of the organisation in a given field





## Benefits of being a fellow

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- Enhance knowledge, skills, and capability by delivering a fellowship project in your chosen specialism
- Mentor support throughout your fellowship journey, for example, embedding learning and developing relationships across West Yorkshire
- Free Foundation Programme in Public Health training delivered by Health Education England and University of Leeds
- Bespoke training in your chosen area with access to materials and educational opportunities
- Expand your professional networks through engagement with other fellows
- Access to the Improving Population Health Programmes of work in West Yorkshire e.g. Health Inequalities Academy and Network, Adversity Trauma and Resilience Programme, Suicide Prevention Programme, Climate Change Programme and Prevention Network
- Build relationships with our five places (Bradford District and Craven; Calderdale; Kirklees; Leeds and Wakefield)
- Exposure to experts, programmes and organisations pioneering positive change
- Publication of fellowship projects on our website and partner websites

# Health Equity Fellows 2023

## Programme objectives

- Identify and respond to health inequity and inequalities
- Build equity and inequalities champions across West Yorkshire
- Create a health equity fellow peer network
- Share learning and best practice across West Yorkshire



Health Equity Fellows are part of the [West Yorkshire Health and Care Partnership Health Inequalities Academy](#), working towards the ambition to equip all staff with an understanding of the individual and collective action we can take to create a more equitable health and care system.

We have set strategic ambitions to reduce health inequalities. The need for these ambitions has been reinforced by health inequalities made worse by the COVID-19 pandemic and the recent cost of living challenges faced by our population.

Addressing health inequalities requires a whole system approach from strategic planning and leadership to community level service delivery. The fellowship seeks to develop colleagues across West Yorkshire who understand the foundations of health inequity and have the knowledge, skills, and courage to build more equitable organisations and communities.

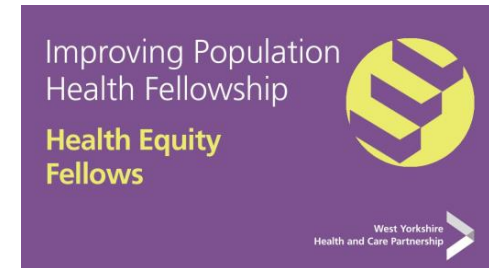




# Health Equity Fellows 2023

## To apply you must:

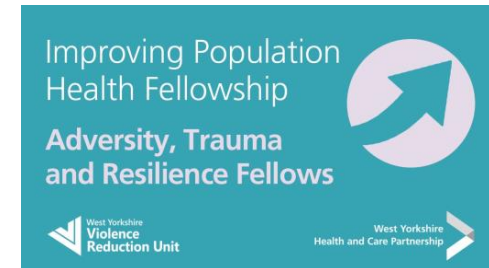
- be passionate about health equity
- seek the knowledge, skills, and courage to create more equitable organisations and communities
- want to become health equity champions and work with others to achieve change
- be committed to the delivery of a Health Equity Fellow project



# Adversity, Trauma and Resilience (ATR) Fellows 2023

## Programme objectives

- Identify and respond to adversity, trauma and resilience
- Build trauma informed champions across West Yorkshire
- Create an adversity, trauma and resilience fellow peer network
- Share learning and best practice across West Yorkshire



Adversity, Trauma and Resilience Fellows will support our ambition of being trauma informed and responsive by 2030. This includes supporting all staff to gain and develop an understanding of the individual and collective action we can take to create a more trauma informed system.

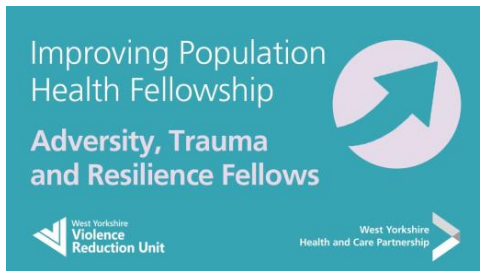
Addressing adversity, trauma and resilience requires a whole system approach from strategic planning and leadership to community level service delivery. This part of the fellowship programme seeks to develop colleagues across West Yorkshire who understand the foundations of adversity, trauma and resilience and have the knowledge, skills, and courage to build more trauma informed organisations and communities.

Adversity, Trauma and Resilience Fellows will help to bring together the diverse organisations and professionals that influence trauma informed organisations.

To find out more about our work to date please visit the [West Yorkshire Knowledge Exchange](#)



# ATR Fellows 2023



All projects and work under the ATR fellows need to embed the following principles of being trauma informed

## Safety

- Cultural physical, relational and emotional. When safety and trust increase, threat, fear and danger decrease
- Throughout the organisation, staff and the people they serve feel physically and psychologically safe

## Trustworthy and transparency

- Organisational operations and decisions are conducted with transparency and the goal of building and maintaining trust amongst staff, clients, and family members of those receiving services

## Peer support and mutual self-help

- These are integral to the organisational and service delivery approach and are understood as a key vehicle for building trust, establishing safety, and empowerment

## Collaboration and mutuality

- There is recognition that healing happens in relationships in the meaningful sharing of power and decision-making
- The organisation recognises that everyone has a role to play in a trauma-informed approach. You do not have to be a therapist to be therapeutic

## Empowerment voice and choice

- Organisation aims to strengthen the staff, client, and family member experience of choice and recognises that every person's experience is unique and requires an individualised approach
- This builds on what clients, staff and communities have to offer, rather than responding to perceived deficits

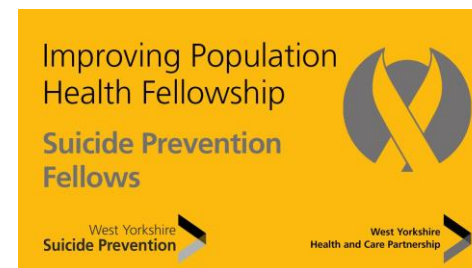
## Cultural, historical and gender issues

- The organisation actively moves past cultural stereotypes and biases, offers culturally responsive services, leverages the healing value of traditional cultural connections and recognises and addresses historical trauma

# Suicide Prevention Fellows 2023

## Programme objectives

- Working collaboratively across West Yorkshire to create a movement for change
- Build suicide prevention champions across West Yorkshire
- Share learning and best practice across WY



### **\*Trigger warning – the following information discusses suicide and suicide bereavement\***

West Yorkshire Health and Care Partnership has an ambition to reduce suicides by 10% across West Yorkshire.

The latest information from the Office of National Statistics (ONS) shows that Calderdale, Kirklees, Leeds and Wakefield all have suicide rates that are higher than the England average. In West Yorkshire in 2021, there was an average of 5.4 suicide registrations at coroner courts in West Yorkshire each week. Suicide is our biggest killer of men under 50 and our biggest killer of young people.

Suicide is complex, but across West Yorkshire we have pledged to take a zero suicide approach and believe that suicide is preventable. You can find out more about West Yorkshire Health and Care partnership's ambition through our Suicide Prevention Strategy: [Microsoft Word - WYSP - Suicide Prevention Strategy V6 - 30012022.docx \(suicidepreventionwestyorkshire.co.uk\)](#). You can find out more about what's going on in suicide prevention in West Yorkshire through our website [www.suicidepreventionwestyorkshire.co.uk](http://www.suicidepreventionwestyorkshire.co.uk)

## **Who are we and why you will want to work with us**

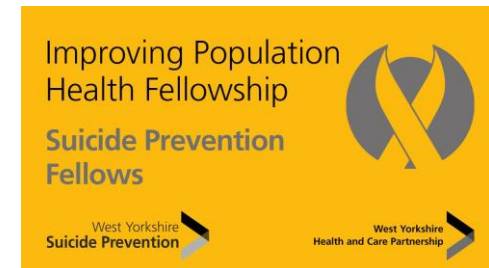
We are a small and very passionate team of two, each working part time across a really wide variety of organisations in West Yorkshire, including local suicide prevention partnerships. At the moment, we play an active part in three teams in the West Yorkshire Health and Care Partnership; Improving Population Health, Mental Health Learning Disability and Autism, and Communication and Engagement Teams.



# Suicide Prevention Fellows 2023

**If you were to accept a fellowship with the Suicide Prevention team, in addition to benefits offered to all fellows, we would:**

- support you, providing regular supervision and guidance – you will be part of our team and part of a growing movement of people motivated to reduce suicide across West Yorkshire
- provide one-to-one and small group training on suicide and health inequalities in West Yorkshire
- ensure access to online suicide prevention training as well as in-person training delivered by Papyrus



# Climate Change Fellows 2023

## Programme objectives

- Reduce the environmental impact of health and social care in West Yorkshire
- Build climate and sustainability champions across West Yorkshire
- Share learning and best practice across West Yorkshire



The NHS accounts for approximately 5% of UK carbon emissions and as climate change gets worse, more people will need healthcare. We therefore have a practical reason, as well as a moral imperative, to do what we can to reduce our environmental impact.

Our work focuses on two main themes:

- a healthy, equitable and environmentally sustainable society
- reduce impact of residual healthcare via a high quality, equitable and environmentally sustainable health and care system

If you would like to join our amazing team of positive, knowledgeable, and dynamic people to reduce the environmental impact of health and social care in West Yorkshire, you've come to the right place.

We have a list of suggested projects but we are also happy for people to bring their own ideas. We would love to have you along to contribute to planning and delivering our next moves, helping to spread the word, and leading by example.

For further information about what we have done so far see our [climate change pages](#)





# Foundation Programme in Public Health

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The Foundation Programme in Public Health, is a training suite, designed by the Yorkshire and Humber School of Public Health, to help health and social care colleagues improve their knowledge and understanding of health inequalities to better support population health initiatives.

Benefits of the programme include:

- foundation level knowledge and understanding of health inequalities
- improved understanding of how current specialisms can be reoriented to address health inequalities
- improved understanding of how emerging population health policies can address health inequalities
- improved understanding of how system-wide working can address health inequalities
- improvement in the overall number, quality and impact of health promotion, protection, or prevention initiatives.

See the [website pages](#) for more information about the programme.

**Join us at a live webinar session on Wednesday 2 November to find out more about the programme.**

[Click here to register.](#)

Email [Joojo.KyeiSarpong@dhsc.gov.uk](mailto:Joojo.KyeiSarpong@dhsc.gov.uk) if you have any enquiries about the programme



## Who should apply

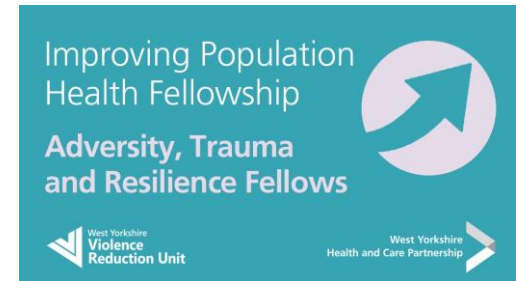
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The Improving Population Health Programme Fellowship is designed to bring together the diverse organisations and professionals that influence health and wellbeing, attracting applicants that are representative of the communities we serve.

They are open to all colleagues from all sectors, health, social care, local authority and the voluntary and community sector across West Yorkshire irrespective of your current job role, grade or profession. There are no specific educational requirements.

### To apply you must:

- be passionate about your specialist area of choice
- want to become a champion and achieve change
- be committed to the delivery of a fellowship project
- agree to carry out formal learning as part of the fellowship
- confirm prior support from your current organisation that you will have protected time to take part fully in the fellowship





## How to apply

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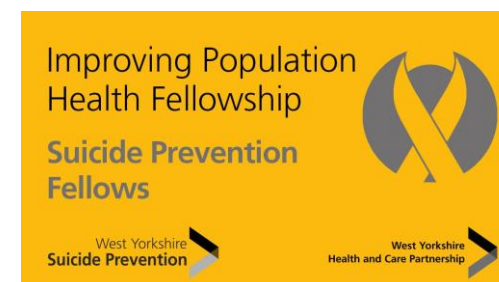
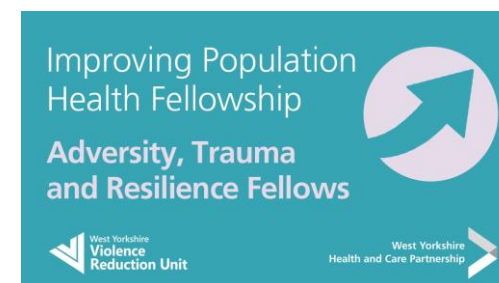
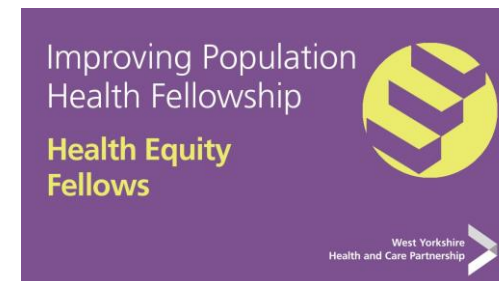
**Applications open on Monday, 7 November 2022 and close on Friday 9 December 2022.** Send your completed application to [verity.phillips3@nhs.net](mailto:verity.phillips3@nhs.net) and [caroline.andrews16@nhs.net](mailto:caroline.andrews16@nhs.net).

In your statement of interest, you will need to include:

- personal information (name, contact details, current role and organisation, location and ethnicity)
- a little bit about you and your personal motivation for applying
- the challenges you see in your current role and how you would seek to expand your learning and experience to address these through the fellowship
- relevant work, voluntary and community experience and contributions and how this will support you in your fellowship
- how you plan to continue to develop your knowledge and skills after completing the fellowship
- initial idea for a fellowship project
- confirmation of support from your employing organisation and your line manager

You can submit your expression of interest in a format to suit you using the statement of interest form, video, audio or another method.

The [Improving Population Fellowship pages](#) will have everything you need to apply to be a fellow including statement of interest form, accessible formats, and project examples.



## Selection criteria and process

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The fellowship will develop and support fellows from across West Yorkshire. It will equip you with the knowledge, skills, mentors, and networks to advance capability, capacity and intelligence in your chosen area, across your organisations and communities.

During the selection process we will consider:

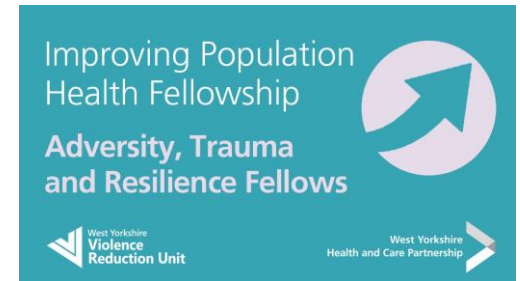
- demonstrated prior commitment and passion in your chosen fellowship programme
- how you will help improve outcomes for people who live and work in West Yorkshire

Selection panels for each area will score applications against the following criteria:

- strength of statement of interest, including your personal motivation and commitment to your chosen fellowship speciality
- how you will continue to apply learning following the fellowship in your workplace or community
- quality of your proposed fellowship project
- confirmation of support from your line manager

You may need to attend an interview if fellowships are oversubscribed.

We will also seek to recruit fellows from across West Yorkshire that reflect a variety of professional backgrounds and are representative of the communities we serve.



## Frequently asked questions (FAQs): who can apply?

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### Is the fellowship open to volunteers?

Yes, we welcome applications from all partners from voluntary, community and social enterprise (VCSE) organisations.

### How did it work for VCSE colleagues last year?

We had a number of VCSE partners who applied and completed the programme successfully. You will be able to see some of the project case studies on our [Improving Population Health Programme](#) pages.

### Can I apply if I run my own project and don't have a line manager?

Yes, just sign the application on behalf of yourself.

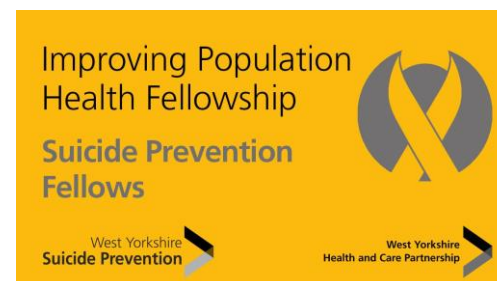
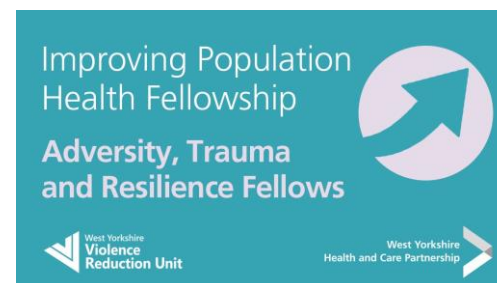
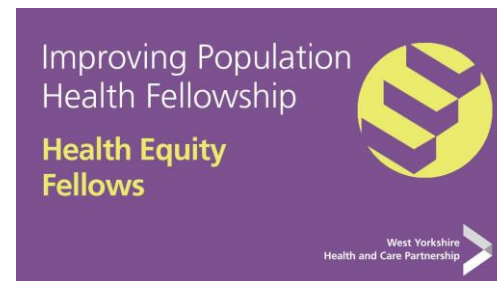
### I can't find the application, where is it located?

Statement of interest forms will be available on the

[Improving Population Health Fellowship pages](#)

### Why is the scheme only offering a limited number of places to participants?

We are limited by training place numbers, mentors and supervisory capacity, so we have based place numbers around what each programme can support.



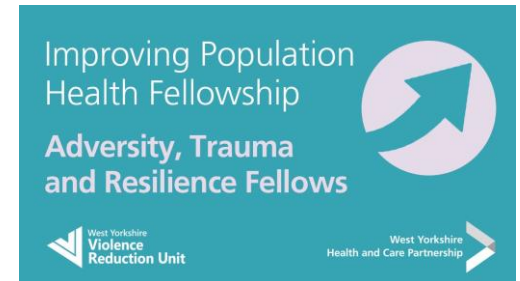
## FAQs: accessibility

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**From previous experience, material is not always accessible. Will the fellowships provide adjustments and accessible information?**

By law, we have to produce accessible versions of all information and publications. If you apply and need additional support, then we will make sure we can do what we can to meet your needs.

The training providers are also committed to accommodating any accessibility requirements and specific needs that you have. We will discuss this in advance so we understand what is required.



## FAQs: funding

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### Does the programme provide funding for backfill?

Not for statutory organisations. Funding may be available to support applications from the voluntary, community and social enterprise sector to backfill time for successful applicants.

### Who would fund any required project costs?

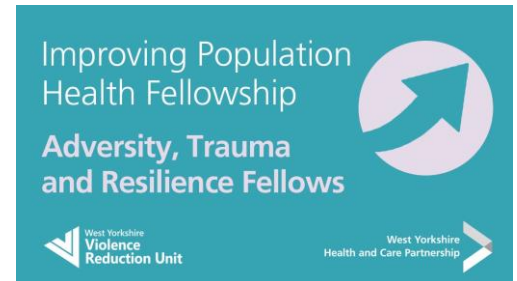
Additional funding is not currently available to cover fellowship projects. When agreeing projects, we will take resource into consideration and where this may come from. Many projects will have to be cost neutral or reinvestment projects or will need to have the caveat *that we, you know, this might be something we need to do or should be done, but we need to find the resource to go with it.*

### Are the costs to cover the fellowship day per week paid for by the scheme or the department/organisation the fellow has come from?

All salary costs would come from the employing organisation. As a result, all applicants will need to agree this in advance with your employing organisation and line manager.

### What are the costs associated with the fellowship?

There is no cost required to be a fellow or for any of the support and training provided. The costs for your organisation will be related to releasing you for one day a week to undertake the programme, project, and training.





## FAQs: dedicated one day per week

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### How much time will the fellowship take?

The fellowship will run for 12 months. You will need to spend one day a week on fellowship training and on delivering a fellowship project.

### Is it confirmed what day fellows need to take and does it have to be on a day I would be employed on by my employer?

Days will, on the whole, be flexible. For dates that are set, we'll give you notice in advance. It does not have to be an employed day.

### What constitutes one day a week?

Seven and a half hours is a working day.

### How many cohorts are you planning?

The first Health Equity Fellowship Programme is being externally evaluated. We are expanding the fellowship for year 2 based on the success and feedback from our year 1 fellows and intend to continue each year.

### How will you incorporate people working part time?

There is an expectation for all fellows to undertake a fellowship project as part of the programme, regardless of whether you work full or part time. However, if you have any specific requirements, we will discuss these with you and how that fits in with your working day.

Improving Population Health Fellowship


**Health Equity Fellows**



West Yorkshire Health and Care Partnership

Improving Population Health Fellowship

**Adversity, Trauma and Resilience Fellows**



West Yorkshire Violence Reduction Unit

West Yorkshire Health and Care Partnership

Improving Population Health Fellowship

**Suicide Prevention Fellows**



West Yorkshire Suicide Prevention

West Yorkshire Health and Care Partnership

Improving Population Health Fellowship

**Climate Change Fellows**



West Yorkshire Health and Care Partnership



## FAQs: your project

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### Can the focus of projects be on workforce or is the focus just on population?

Projects can focus on any population you choose or work with. We are happy to help successful applicants work through projects. If applicants have an idea and just want to test it out with us, then we are happy to do so.

### Will you publish and share learning and information from projects?

Yes, we will publish projects on our websites and evaluate the fellowship

### Should the project be at organisational level or is it okay at departmental level?

Projects can focus on any part of an organisation.


### Do I have a say in which project to take part in?

Yes, you will be asked for your project ideas as part of your application. However, we will support you to refine and develop your project once selected to the scheme.

### Would there be a possibility to publish projects, for example, as a journal article if my employer is willing to pay the costs?


Yes, this would be a possibility. Projects will also be published on the Improving Population Health webpages and may also form part of case study evaluations and short films.

Improving Population Health Fellowship  
**Health Equity Fellows**




West Yorkshire Health and Care Partnership

Improving Population Health Fellowship  
**Adversity, Trauma and Resilience Fellows**



West Yorkshire Violence Reduction Unit  
West Yorkshire Health and Care Partnership

Improving Population Health Fellowship  
**Suicide Prevention Fellows**



West Yorkshire Suicide Prevention  
West Yorkshire Health and Care Partnership

Improving Population Health Fellowship  
**Climate Change Fellows**



West Yorkshire Health and Care Partnership



## FAQs: Fellowship training

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### What does the Foundation Programme in Public Health course work look like?

Applicants will need to take part in the Foundation in Public Health course which covers key topics and ideas, and will help with the development of fellowship projects. There are six training sessions in total covering a range of public health skills. Training sessions will include teaching, but you will also be expected to participate in group work as well in every session.

All fellows are required to undertake the training. Fellows that do not attend a minimum of five of the six sessions will not complete the fellowship. Participants who attend all six public health training sessions, will receive a certificate from the University of Leeds which highlights learning outcomes from all sessions, plus CPD credits that you can use in personal development plans or equivalent plans in due course.

### Will there be any other training outside of the Foundation Programme sessions?

Yes, there will be bespoke training for each of the different fellowship programmes.

All fellows will also have the option of attending trauma-informed training from Dr Warren Larkin as part of the fellowship programme.

We also welcome requests for any other training you think might help with your project and learning.

### Will there be any report writing?

As part of your fellowship project, we ask each fellow to write a report on their project. Your mentor will assist you and we will provide guidelines. Last year, fellows drafted an interim report so that mentors could provide feedback to help with their final report.

Improving Population Health Fellowship


**Health Equity Fellows**



West Yorkshire Health and Care Partnership

Improving Population Health Fellowship

**Adversity, Trauma and Resilience Fellows**



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**Suicide Prevention Fellows**



West Yorkshire Suicide Prevention

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Improving Population Health Fellowship

**Climate Change Fellows**



West Yorkshire Health and Care Partnership





## For more information...

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Health Equity Fellow applicants, please contact:  
[verity.phillips3@nhs.net](mailto:verity.phillips3@nhs.net)

Adversity Trauma and Resilience Fellow applicants, please contact:  
[caroline.andrews16@nhs.net](mailto:caroline.andrews16@nhs.net)

Suicide Prevention Fellow applicants, please contact:  
[jessica.parker29@nhs.net](mailto:jessica.parker29@nhs.net)

Climate Change Fellow applicants, please contact:  
[frank.swinton@nhs.net](mailto:frank.swinton@nhs.net)

On the Foundation Programme in Public Health, please contact:  
[joojo.KyeiSarpong@dhsc.gov.uk](mailto:joojo.KyeiSarpong@dhsc.gov.uk)

